

Unofficial translation

RESOURCE POOL AGREEMENT

The parties agree that the company maintains a resource pool of permanent employees to cover normal absences. This agreement replaces the agreement dated 20 October 2003.

The size of the resource pool is agreed between the local associations and the company and is based on a size of 4% of the number of permanent positions. The composition of the resource pool is determined by the company, however, so that no personnel should normally be employed in the resource pool instead of the established staffing at the individual facility. The company must call in the parties by May each year for a revision of the agreement.

When determining the size of the resource pool, account is taken of the size and composition of the total staffing, the number of contracts, sickness absence and the like as well as the expected development regarding these conditions.

Under otherwise equal conditions, personnel for permanent positions must be recruited from the resource pool.

In accordance with the joint declaration, personnel who serve in the company's resource pool are exempt from the collective agreement's provision on the right to 2 - 4 work schedules.

Employees in the resource pool must be offered a disposable plan that provides disposable periods of 6 weeks followed by a free period of 3 weeks (6 - 3) and everyone is offered this scheme. If the employee in the resource pool who has a disposable plan works during the off period (3 weeks), this must be compensated with overtime pay. Those who wish to be exempt from such a disposable plan are free to do so and overtime is not paid until the annual work exceeds 1,460 hours. However, the employee must be guaranteed a 4-week free period between 1 May and 1 September.

Employees in the resource pool must at least be able to take time off equal to the last offshore trip, up to 2 weeks. An earlier departure can be arranged if the employee wishes. Any hours for earlier departure in relation to this scheme are included in the annual timetable with normal hours as described below.

The annual working hours for the resource pool are 1460 hours.

Settlement against the annual work must be done annually per 1 March, with status as of 1 October. Employees who are employed in the resource pool within three months before settlement, are settled for the first time per March 1 of the following year.

Hours calculated with waiting time compensation or overtime payment (for example, compensation for work and required courses in any free periods for those who have chosen a disposable plan, work more than 12 hours per day and compensation for an extended trip offshore) are not counted in the annual work.

Too much time worked in the period must be paid at the first salary after settlement. The employee can agree to take time off as an alternative to payment.

Employees who leave the company must be settled against the annual salary per end date. If the employee in the resource pool enters a permanent position, it must be settled against the annual salary per date of departure first period of stay in the permanent position.

Absence due to illness must be documented with a doctor's certificate, but for short-term illness the company has introduced a self-declaration scheme, and employees are encouraged to use this scheme.

If the employee falls ill before the planned trip or during the stay period, the remaining, planned stay period is credited as offshore time.

If the employee in the resource pool is on sick leave, furloughed, on welfare leave or is on refresher training, 4 hours are recorded based on 1,460 hours of annual work.

For employees without a disposable period, imposed courses on land are settled against the annual work by 12 hours per course day. When the annual work of 1,460 hours is reached within a settlement period, the prescribed course is paid with 8 hours of overtime pay.

For employees with a disposable plan, required courses in the free periods are compensated with 8 hours of overtime compensation per course day. During the disposable period, the year's work is settled at 12 hours per course day.

This agreement can be terminated by either party with 3 months' notice.